DOCUMENT RESUME

ED 078 201 VT 020 398

AUTHOR	Drory, Asher; Badgley, Susan
TITLE	Collective Bargaining in Ontario, 1972.
INSTITUTION	Ontario Dept. of Labour, Toronto. Research Branch.
PUB DATE	Mar 73
NOTE	62p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Collective Bargaining; Labor Demands; Labor Economics; Labor Laws; Labor Legislation; *Labor Problems; Labor Unions; Manpower Needs; *Negotiation Agreements; *Statistical Data; Strikes
IDENTIFIERS	*Ontario

ABSTRACT

This report highlights negotiations and trends occurring in the major collective bargaining in the province of Ontario, Canada in 1972. Bargaining during the year was centered primarily on non-manufacturing industries and in the public sector. Major issues negotiated were wages, improved working conditions, job security, and length of work week. Of significance was the fact that fewer work stoppages occurred in 1972 as opposed to the greatly increased number of strikes of 1970 and 1971 Man days lost, however, were greater in 1972. Many tables report the data on wages, earnings, and other relevant economic factors. (SN)

FILMED FROM BEST AVAILABLE COPY

ED 078201

Ministry of
Labour

Research Branch

COLLECTIVE BARGAINING IN ONTARIO
1972

VT020398

ED 078201

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

COLLECTIVE BARGAINING IN ONTARIO

1972

by

Asher Drory

and

Susan Badgley

Research Branch

Ontario Ministry of Labour

Toronto, Ontario

March 1973

Hon. Fernand Guindon
Minister

Mr. R. D. Johnston
Deputy Minister

COLLECTIVE BARGAINING IN ONTARIO - 1972

In this report, major collective bargaining negotiations and trends occurring in 1972 are highlighted. Particular attention is paid to several long and sometimes bitter strikes, as well as interesting developments in the methods used in resolving public sector disputes. To provide background, the general level of economic activity and wage rate trends are described at the outset. In addition, the report includes two appendices - one on employee benefits established through collective bargaining, a second containing detailed tables relating to bargaining activity and resultant wage increases, and work stoppages.

The Bargaining Climate

The expansion in the Ontario economy, which began in 1971, continued throughout 1972. Major economic indicators corroborate the expansionary movement. (See Table 1). Gross Provincial Product increased by $4.1 billion (as measured in current dollars) over 1971, a rise of 10.8 per cent. In real terms, this was an increase of 5.8 per cent. Total private and public investment surged upwards by 9.5 per cent to $8.1 billion in 1972 from $7.4 billion in 1971. Along with the upsurge in investment activity, personal income also rose, and retail sales jumped by 10.1 per cent over their 1971 level.

The labour force has been growing rapidly in recent years, usually at a more rapid rate than employment. However, in 1972, employment increased by 4.5 per cent, the largest percentage jump in the past ten years, and 0.4 per cent more than the corresponding labour force growth. As a result there has been some moderation in unemployment, with the rate falling to 4.8 per cent in 1972 compared with 5.2 per cent in 1971. This rate is still above the 4.3 per cent recorded in 1970 and is clearly high by historical standards.

The general expansion of the economy was marred by developing inflationary pressures. The implicit price index rose by 4.5 per cent in 1972 compared to 3.8 per cent in 1971. Once again events confirm at least a short-run "trade-off" problem. Policy-makers face a dilemma in that gains in reducing unemployment seem to go hand in hand with price inflation. Even the marginal tightening of labour market conditions in 1972 was accompanied by a marked acceleration in the rate of price increase.

Table 1

The Ontario Economy 1970-72

	1972	1971	1970	Percentage Change 72/71	71/70	70/69
GROSS PROVINCIAL PRODUCT ($Billion Current)	42.2*	38.1	35.6	10.8	7.0	9.2
GROSS PROVINCIAL PRODUCT (Constant 1961 $Billion)	29.2*	27.6	26.7	5.8	3.4	6.0
IMPLICIT PRICE INDEX (1961 = 100)	144.2	138.0	133.0	4.5	3.8	3.6
LABOUR FORCE (000'S)	3,381	3,249	3,130	4.1	3.8	3.2
EMPLOYMENT (000'S)	3,219	3,079	2,996	4.5	2.8	2.0
UNEMPLOYED (As % of Labour Force)	4.8	5.2	4.3	-7.7	20.9	38.7
PRIVATE AND PUBLIC INVESTMENT ($Billion Current)	8.1*	7.4	6.9	9.5	7.2	9.5
RETAIL SALES ($Billion Current)	13.1*	11.9	10.9	10.1	9.2	2.8

Source: Ontario Statistical Review, Economic Planning Branch, Ministry of Treasury, Economics and Inter-Governmental Affairs and Statistics Canada, Labour Force Survey.

* Estimates

Negotiated Wage Increases

As mentioned above, relatively high price increases and unemployment seem to be co-existing. The price of labour as well as product prices has been rising in spite of continuing high rates of unemployment. Chart 1 compares the level of unemployment in Canada since 1960 with the negotiated base rate wage increases for bargaining units of 500 or more employees.[1] The base rate is the lowest wage rate paid to labourers or equivalent unskilled employees after an initial probationary period. Thus, changes in the base rate serve as a good indicator of the general wage trend for unionized unskilled and semi-skilled workers.

As can be readily discerned from the chart, prior to 1966 an inverse relationship between unemployment rate and base rate increases was maintained. During periods of high unemployment, notably 1960 and 1961, wage increases were low. As unemployment levels dropped, wage rate increases became correspondingly greater. After 1966, this inverse relationship appears to break down. Despite the emergence of higher unemployment levels, the rate of wage rate change has not shown a clear tendency to moderate. There are even years when unemployment levels and wage rate changes move in the same direction.

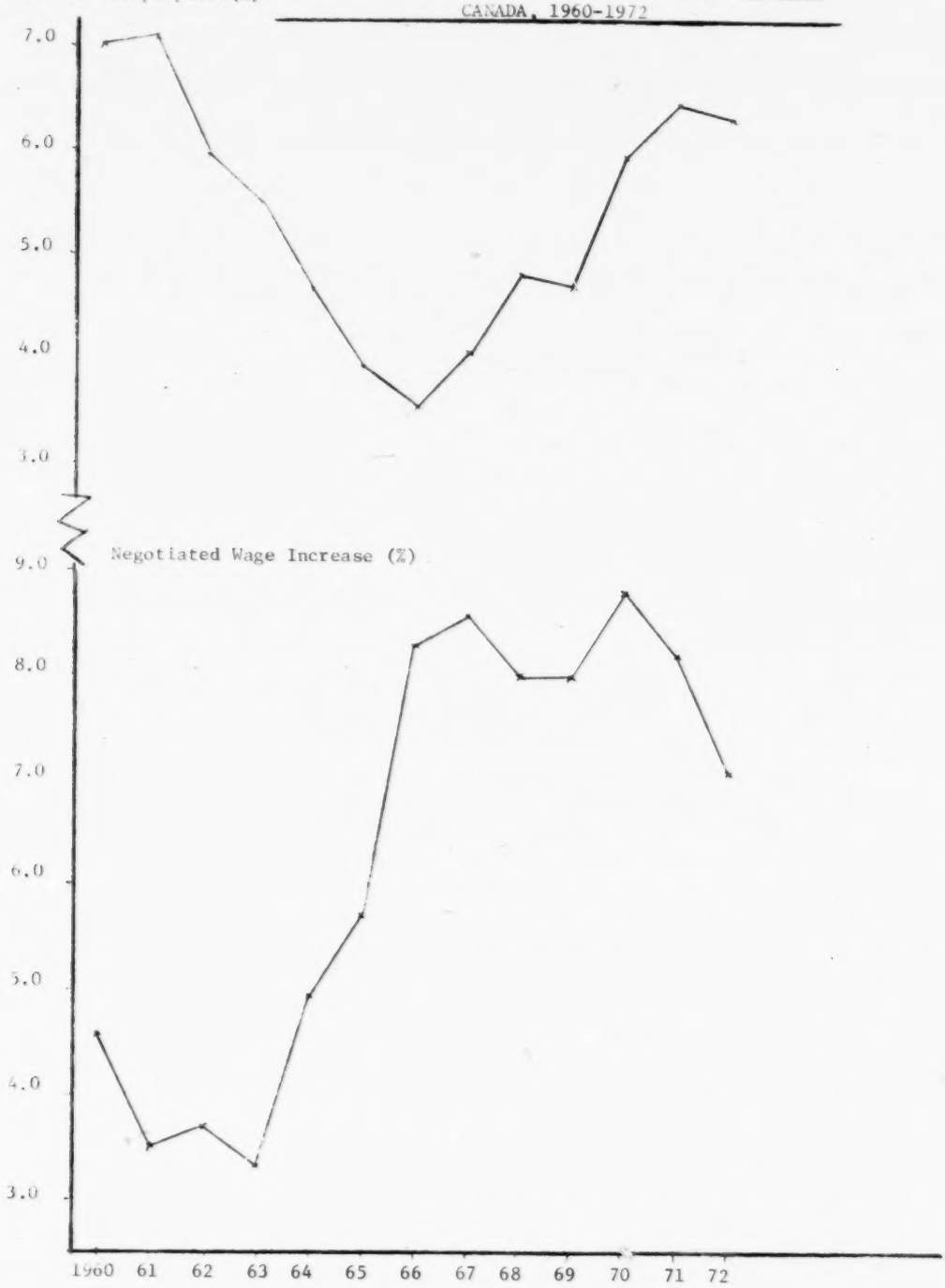
There are two forces at work in the economy today which may account for the lack of any constant relationship between wage increases and unemployment levels. The first of these is the increase in prices (other than wages) which tend to have an inflationary effect upon wage levels. The second is that the secondary labour force participants became increasingly willing to move into the labour force as wage levels rose or employment opportunities became more attractive. It is the uncertainty of the reaction between these two factors which in turn unsettles the previous traditional relationship between unemployment and wage changes. However, the continual high levels of unemployment appeared to have some effect upon wages. Despite the clear signs of recovery in the economy, including some tightening of the labour market and an increase in the rate of price inflation, negotiated wage rate increases in the large bargaining units across Canada declined somewhat in 1971 and

---

1. The average annual wage increases plotted in Chart 1 are simple weighted averages and do not correspond to compounded averages (as are presented in Table 2). Simple averages were used in Chart 1 because a statistical series for compound increases extending from 1960 is not available.

CHART 1

RATE OF UNEMPLOYMENT AND NEGOTIATED WAGE INCREASES
CANADA, 1960-1972



NOTE: Collective Bargaining Settlements covering 500 or more employees. Percentages are unweighted.

SOURCE: Collective Bargaining Review, Canada Department of Labour. Labour Force Bulletin, Statistics Canada.

1972.[2]

In Ontario, average negotiated base wage rate increases for all covered industries were less in 1972 than in the preceding year (see Table 2).[3] Of the major industrial sectors (manufacturing, non-manufacturing, and construction), construction base rate wage increases were the highest in 1972, although they had declined from the 1971 level of 13.7 per cent. Even though the base rate increase in construction dropped to 11.0 per cent in 1972, the largest difference of the three sectors, its influence on the average was less than might be anticipated as the number of agreements and employees covered in construction was much lower in 1972 than in 1971. In the non-manufacturing sector the base rate increase was also lower in 1972 than in 1971. However, in manufacturing the

Table 2

Weighted Average Annual Per Cent and Cent Wage Increases in Base Rates Established by Collective Bargaining Settlements Covering 200 or More Employees Negotiated in Ontario, 1971-1972

Industry	Number of Agreements		Employees Affected		Per Cent Increase		Cents Increase	
	1972	1971	1972	1971	1972	1971	1972	1971
All Industry	450	500	312,513	380,578	7.9	8.7	26.5	29.8
Manufacturing	228	225	115,186	113,983	7.6	7.1	23.4	21.5
Non-Manufacturing	190	200	175,588	204,208	7.7	8.1	24.3	21.3
Construction	32	75	21,739	62,387	11.0	13.7	72.9	61.5

Source: Tables 1, 2, and 3 Appendix B.

2. Federal statistics include the construction industry as well as manufacturing and non-manufacturing.

3. A statistical series beginning in the third quarter, 1971 is currently available from the Research Branch, Ontario Ministry of Labour. The series, Wage Developments in Collective Bargaining Settlements in Ontario, reports quarterly wage rate changes. Data is gathered from collective bargaining settlements in Ontario covering 200 or more employees.

increase in rates went up. With this mixed pattern of wage increases, there is at least no trend toward accelerated wage increases.

The base wage rates mentioned above provide an indication of wage trends in newly negotiated collective agreements. A second measure of wages, average hourly earnings, is much more general. It reflects wages in both union and nonunion segments of the work force and wage changes other than just those recently negotiated. Average hourly earnings in manufacturing for Ontario and the United States, January 1971 through September 1972,[4] are set out in Table 3. During the first nine months of 1972, average hourly earnings increased an average of 7.6 per cent over the corresponding months of 1971. This compares with an 8.8 per cent 12-month average increase of 1971 over 1970 average earnings. Thus in 1972 there appears to be a clear slowing down of increases in average hourly earnings.

It is interesting to note that the trend in Ontario wages is not following the same pattern as in the United States, as one might expect from the close economic ties between the two areas. In contrast to the downward movement in average hourly earnings in Ontario, the comparable United States increases, perhaps displaying the effects of wage controls, showed no change between the first nine months of 1972 and the twelve months of 1971. Nonetheless, the Ontario rate of increase remains higher than the 6.3 per cent recorded for the U.S.

Intensity of Bargaining

In Ontario, 186 work stoppages took place in 1972, a continuing downward movement from the 202 occurring in 1971 and 215 in 1970. However, man-days lost as a result of the stoppages were greater in 1972 than in 1971. (See Table 4. For more detailed data, see Table 4, Appendix B.) Of the major industrial sectors, both manufacturing and construction had fewer man-days lost due to work stoppages in 1972 than in 1971. It was the non-manufacturing sector, where man-days lost increased over seven times the 1971 figure, that brought the 1972 total above that of 1971.

---

4. Average hourly earnings in manufacturing for the fourth quarter 1972 were not available at time of writing.

Table 3

Average Hourly Earnings in Manufacturing in Ontario and The United States, 1971-72 (Monthly)

	ONTARIO - MANUFACTURING		UNITED STATES - MANUFACTURING	
	Average Hourly Earnings ($Current)	Percentage* Change	Average Hourly Earnings ($Current)	Percentage* Change
1971				
Jan.	3.36	9.1	3.50	6.4
Feb.	3.39	9.7	3.51	6.7
Mar.	3.40	9.0	3.52	6.3
Apr.	3.44	9.2	3.54	6.6
May	3.47	9.1	3.55	6.3
Jun.	3.47	8.4	3.57	6.3
Jul.	3.44	7.8	3.57	5.9
Aug.	3.47	7.8	3.56	5.6
Sep.	3.51	9.7	3.60	5.3
Oct.	3.53	9.3	3.59	6.5
Nov.	3.54	8.9	3.59	5.9
Dec.	3.57	7.2	3.69	6.3
Twelve Month Average	3.47	8.8	3.57	6.2
1972				
Jan.	3.62	7.7	3.70	5.7
Feb.	3.62	6.8	3.72	6.0
Mar.	3.65	7.4	3.74	6.3
Apr.	3.70	7.6	3.76	6.2
May	3.71	6.9	3.78	6.5
Jun.	3.72	7.2	3.79	6.2
Jul.	3.70	7.6	3.78	5.9
Aug.	3.78	8.9	3.80	6.7
Sep.	3.80	8.3	3.86	7.2
Nine Month Average	3.70	7.6	3.77	6.3

*Percentages calculated on year over year increases.

Source: Statistics Canada, Review of Manhours and Hourly Earnings Cat. No. 72-002, and United States Bureau of Labour Statistics, Employment and Earning Statistics.

Table 4

Work Stoppages and Man-Days Lost in Ontario, 1970-1972

Industry	Work Stoppages			Man-Days Lost		
	1972P	1971	1970	1972P	1971	1970
All Industry	186	202	215	2,144,790	1,366,750	2,547,210
Manufacturing	124	137	127	848,840	1,031,980	2,318,570
Non-Manufacturing	41	44	46	1,105,180	127,480	88,610
Construction	21	20	42	190,770	205,080	140,030

P = Preliminary data.

Source: Labour Organization and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour.

As in years past, a few work stoppages have accounted for a large proportion of total man-days lost. Six of the total 186 strikes and lock-outs resulted in 66 per cent of man-days lost in 1972, and one of the six work stoppages, that at Ontario Hydro, accounted for 42 per cent of man-days lost. In 1972, these man-days lost represented approximately 0.3 per cent of the total number of possible man-days of work for the non-agricultural paid work force in Ontario. This compares with 0.2 per cent in 1971, 0.4 per cent in 1970, and 0.8 per cent in 1969. Despite the number of man-days lost, it must be kept in mind that approximately 94 per cent of all contract agreements in Ontario in 1972 were settled without resort to a work stoppage.

There has been a slight decline in the level of bargaining activity in 1972 as measured by contracts negotiated. There were 2,903 contracts negotiated in 1972 compared with 3,213 in 1971. But the number of employees actually covered by these contracts was 25,000 more than the 1971 level.[5]

5. The contract data, assembled from records of the Research Branch Collective Agreements Library, understates the total volume bargaining somehwat as settlements covering smaller units and first agreements where the union has been voluntarily recognized are not easily identified.

For 1972, the work load of the Conciliation and Mediation Services of the Ontario Ministry of Labour was smaller than in 1971. At the conciliation officer stage, 1,909 disputes involving 283,403 employees were handled in 1972, compared with 2,305 disputes involving 226,208 workers in 1971. (For more detail, see Tables 6 and 7, Appendix B). Of the 1,740 disputes disposed of at the conciliation officer stage, 817 were settled with the officer's assistance. This compares with 2,063 and 899 respectively for 1971. In 1972, there was only one conciliation board established, the same as in 1971.

Over the last three years, the Ontario Ministry of Labour has been placing increasing emphasis on the voluntary mediation process. After conciliation has been completed, mediators are made available on the request of one or both the negotiating parties. The mediator normally acts in the "crisis stage" of negotiations following a "no-board" report when the strike deadline is imminent. A mediator may also be apppointed after the commencement of a strike.

The use of the mediation process has been increasing. Total voluntary mediation cases in 1971 were 268 covering 60,684 employees while for 1972 the number of cases increased to 321 covering 100,596 workers. In their third year of operating, the mediators have chalked up another impressive record. They were asked to intervene in 250 disputes in the face of a possible work stoppage. One hundred and eighty-three were settled without a work stoppage, a 73 per cent success ratio. In 63 of the cases where a work stoppage occurred during mediation, 42 cases were eventually settled by the mediators. In the 36 cases where mediators were called in after a work stoppage had occurred, 31 were settled by the mediators and one dispute went to arbitration with the agreement of both parties.

Major Bargaining Situations

The following sections provide a more detailed description of some of the major bargaining negotiations which took place in Ontario in 1972.

Non-Manufacturing

Bargaining action in Ontario in 1972 was centred upon non-manufacturing industries, and particularly upon the public sector. The year saw three instances of voluntary arbitration following work stoppages in the public sector. As this technique has rarely been used in the past, our attention will be centred upon these three

strikes - Ontario Hydro (which accounted for over 40 per cent of total man-days lost during the year), the Toronto outside workers, and the air traffic controllers.

In 1969, during the negotiation of the previous contract between Ontario Hydro and the Canadian Union of Public Employees (CUPE), Local 1000, the union was successful in its strategy of rotating strikes. This strategy involved workers in varying numbers striking on different days at various Ontario Hydro locations. The purpose was to exert a maximum of pressure on management while at the same time causing little disruption of service and thereby avoiding government intervention in the dispute. By 1972, however, Hydro management were sufficiently trained to maintain service in the event of a strike. When the 12,000 CUPE workers did strike, they were subsequently locked out by Hydro management. The bargaining brought out four main issues to be settled.

- the type of wage increase (the union demanded across-the-board wage increases, while Hydro wanted to give differential increases);

- shift scheduling for maintenance trades, proposed by Hydro;

- mutual protection clauses to protect union workers from discipline for crossing the picket line and from management legal action (this proposal, as might be expected, was strongly opposed by the union);

- job security provisions.

With Hydro services being provided, there was little public pressure to end the strike. After a work stoppage of 122 days, the Ontario Ministry of Labour announced that both parties had agreed to voluntary arbitration of the dispute. Union agreement to the process came after realizing that no negotiated settlement was likely on the key issues.

The arbitration board is presently sitting. The latest wage offers by Hydro were 16.5 - 24.0 per cent wage increases over a three-year period, the exact increase depending upon job category. At the same time, CUPE was asking for across-the-board increases of 8.5 per cent in 1972 and 8.0 per cent in 1973.

A second public sector strike, this one at the municipal level, also resulted in voluntary arbitration. The strike of CUPE Local 43 (outside workers) against the City of Toronto and Metropolitan Toronto created substantial disruption of service, in contrast with the Hydro dispute in which most services were main-

tained. When the contract expired at the end of 1971, negotiations with the assistance of conciliators proved unsuccessful. A strike vote following the no-board conciliation report led to the strike. The major issues in dispute were as follows:

- union demands for a contract equivalent to a recent Borough of Etobicoke settlement for outside workers (including similar wage increases, etc.);
- inclusion in permanent status of many long-standing temporary workers;
- early retirement;
- the question of contracting work to private companies.

After a month of talks, the strike ended when a compromise package was proposed by the Ministry of Labour and accepted by both sides. The package offered an 8 per cent increase to employees in the first year of the contract (equivalent to the Etobicoke settlement), the wage increase in the second year to be determined through voluntary arbitration.

The eventual arbitration award for the 1973 wage increase was 10 per cent, above that asked for by the CUPE local. The major reason for the award was, in the words of arbitrator R.W. Reville, to check .... "the ravages of inflation which have continued unabated." Mr. Reville, in granting the award, made an interesting substantive point about the nature of arbitration. In his view, the arbitrator's role is not simply to split the difference between the demands of the two parties, but to base his decision on evidence at hand.

The third major public sector dispute which eventually led to voluntary arbitration was that between the air traffic controllers and Treasury Board. This dispute resulted in a eleven day total shutdown of air transportation in Canada. The contract between the Canadian Air Traffic Control Association and Treasury Board had expired in July, 1971. The conciliation board recommendation of a 15 per cent wage increase over 27 months was rejected by the controllers. This rejection of the board report opened the way for a legal strike which commenced on January 17, 1972.

Original demands by the union included a sixty per cent wage increase, although this was subsequently reduced to 30 per cent over the 27 months of the contract. On January 27, 1972 the strike ended when the mediator announced agreement on non-wage issues. Wages and other financial issues were sent into voluntary binding arbitration, which eventually resulted in the awarding of a wage increase of 16.5 per cent over 27 months.

In the air traffic controllers strike, as well as that by the Toronto outside workers, the work stoppage caused considerable disruption of public services and led to public pressure upon the participants to settle differences. This is in direct contrast to the Ontario Hydro dispute, where since most service was maintained, there was little public pressure for settlement. The move to voluntary arbitration in that case came because of a feeling of futility. It was thought that the dispute would not readily be settled otherwise.

Adding to the dominance of negotiations in the public sector was the dispute between the National Association of Broadcast Employees and Technicians (NABET) and the Canadian Broadcasting Corporation. NABET workers employed a rotating strike strategy which was irritating to the public, but not disruptive, as the air traffic controllers strike had been. The rotating strikes began on January 26, 1972 and were initially aimed at hockey telecasts. The strikes were effective because of the high skill levels of cameramen and technicians which made it difficult for management to replace them.

Major issues being negotiated included wages, a reduced work week, and guaranteed employment security against technological change. The strike ended in mid-March with settlement terms suggested by a Federal mediator. These terms included a wage increase of 27 per cent over the four-year contract. Several concessions were made by both sides in reaching the contract. Most notably, the CBC guaranteed employment to all technicians in the event of technological change, plus retraining at company expense. In return, the CBC gained greater freedom in assigning the use of equipment to non-technicians and in allowing producers to do their own screening before editing video tapes.

Another dispute which threatened to disrupt essential services in the public sector was that between the letter carriers and postal clerks and Federal Treasury Board. The main issues for the union were wages, job security, a reduced work week, and union control of changes in job content due to technological innovations.

The previous contract had expired in March 1972. After long delays in negotiations and recurring wildcat strikes, the Public Service Staff Relations Board agreed in September to a request by the Council of Postal Unions to send the dispute to conciliation. The conciliation board report was handed down, leaving the union with the legal right to strike on December 21, 1972.

The threat of withdrawal of service is most effective during peak demand periods, and a strike in late December would affect the heavy Christmas mail. However, the opportunity for a strike during the Christmas rush was missed because of a late vote call on

the part of the union. Because of the mechanics involved in setting up a nation-wide vote, it was delayed until early January, 1973. At that time the union membership voted to accept the conciliation board report contrary to the recommendation of rejection by the negotiating committee.

Probably the most bitter dispute in the public sector during 1972 was that between the Toronto Western Hospital and the independent Canadian Union of General Employees (CUGE). Disagreement between the two parties led to an illegal strike and the dismissal of over 300 workers.

Major issues being negotiated were wages, improved working conditions, job security, and length of the work week. When talks between union and management broke down in July 1972, the major unsettled issues were those of job classification and shorter working hours.

The Ontario Hospital Labour Disputes Arbitration Act specifically prohibits strikes by hospital employees and provides for compulsory arbitration of disputes which cannot be negotiated. The union felt the Act to be unjust and discriminatory because it excluded the strike threat from the methods available to the union to bring pressure on management during bargaining.

Since the walk-out by union workers was illegal, the hospital terminated all negotiations, refusing to recognize or condone an illegal strike. In return, union members refused to end picketing without a new contract. On July 24, 1972 the strike was officially declared illegal by the Ontario Labour Relations Board. The hospital then threatened dismissal of the employees if they did not return to work. Union officials rejected this ultimatum, feeling that the plight of the dismissed workers would enlist public sympathy for the union position.

The hospital carried out its threat by firing the striking workers and, in doing so, technically eliminated the existence of a strike. Under these conditions, the hospital was willing to resume negotiations. The dispute went to compulsory arbitration. The award of the arbitration board has not yet been announced.

This long and difficult dispute was of particular significance in Ontario because it was the first major attempt to defy the compulsory arbitration law, which was first introduced in 1965. Since July, legislators have taken a hard look at the Act and several amendments have been passed. It continues to be illegal for hospital workers to strike, as compulsory arbitration is retained in the Act.

Construction

Negotiated wage increases in the construction industry have been greater than in most other industries in recent years. In 1972, the percentage increase in negotiated base wage rates in construction was 11.0 per cent. Additional information on the pattern of wage changes in the industry is presented in Table 5. In this table, the composite base wage rate is a weighted average taking into account base rates negotiated in seven construction trades[6] and in twelve cities.[7] This composite rate increased by 13.0 per cent in 1972. Average hourly earnings in construction, which take into account the hourly earnings of all workers, nonunion as well as union, rose by slightly over 10 per cent. Compared with average hourly earnings in manufacturing, increases in the construction industry average earnings have been disproportionately high.

In order to moderate wage gains made by construction workers in recent years, employers in the industry have tried to present a more unified front in bargaining. One means of doing this is to form employer associations. The revision of the Ontario Labour Relations Act in February 1971 provided for "accreditation" of employer associations for bargaining purposes.

Accreditation is similar in nature to the certification of employee bargaining units. In the case of accreditation, however, it is employer groups that may apply to the Ontario Labour Relations Board to be accredited as the bargaining agent for all employers in a particular sector of the industry and in a designated geographic area. In order to obtain accreditation a majority of employers having collective agreements with a given trade union in a sector and geographic area must be in the employers organization or indicate their willingness to have the association bargain for it. This majority must as well employ the majority of employees in that sector and area. Any agreement is binding upon all employers in the unit. To date the Ontario Labour Relations Board has accredited eleven associations. Thirty-three applications are awaiting decision, one was withdrawn and two dismissed.

As mentioned in a previous section, the amount of bargaining in the construction industry was well below that of 1971. One major agreement was signed in April 1972 between the Ontario

---

6. Electrician, carpenter, bricklayer, plumber, painter, sheet metal worker, and labourer.

7. Hamilton, Kingston, Kitchener, London, Ottawa, St. Catharines, Sarnia, Sault Ste. Marie, Sudbury, Thunder Bay, Toronto and Windsor.

Table 5

Wages and Earnings in Ontario, Construction and Manufacturing
1957-1972

Year	Construction Composite Base Wage Rate ($/hr)	Average Hourly Earnings in Construction ($/hr)	Average Hourly Earnings in Manufacturing ($/hr)	Percentage Change		
				Construction Composite Base Wage Rate	Average Hourly Earnings in Construction	Average Hourly Earnings in Manufacturing
1957	1.93	1.91	1.70	-	-	-
58	2.05	1.94	1.75	6.2	1.6	2.9
59	2.19	2.00	1.82	6.8	3.1	4.0
60	2.35	2.12	1.88	7.3	6.0	3.3
61	2.42	2.13	1.94	3.0	0.5	3.2
62	2.53	2.21	1.99	4.5	3.8	2.6
63	2.62	2.32	2.06	3.6	5.0	3.5
64	2.74	2.41	2.13	4.6	3.9	3.4
65	2.83	2.64	2.24	3.3	9.5	5.2
66	3.09	2.90	2.37	9.2	9.8	5.8
67	3.35	3.15	2.52	8.4	8.6	6.3
68	3.62	3.40	2.71	8.1	7.9	7.5
69	4.10	3.81	2.93	13.3	12.1	8.1
70	4.64	4.42	3.18	13.2	16.0	8.5
71	5.40	4.96	3.47	16.4	12.2	9.1
72	6.10	5.46	3.72	13.0	10.1	7.2

Source: Statistics Canada, Review of Man-Hours and Hourly Earnings, Cat. No.72-202,
Canada Department of Labour, Wage Rates, Salaries and Hours of Labour, Annual Reports.

Federation of Construction Association and twenty-three local units of the Ontario Provincial Conference of the Bricklayers, Masons and Plasterers International Union of America. This agreement is the only one resulting from OFCA's plan to set up a province-wide bargaining structure, and covers all areas of the province except Hamilton, Sarnia, Thunder Bay and Windsor. These localities are excluded because of existing agreements which will expire in 1973. The contract standardizes contract language and working conditions and lays the ground work for dividing the Province into four economic zones with equal pay within each zone. A wage increase of $0.70 per hour over one year was also provided.

A second agreement in the construction sector was reached after a ten week strike by Toronto's 700 reinforcing rodmen, members of the Bridge, Structural and Ornamental Ironworkers International Association, against the Toronto Construction Association. The strike revolving around the primary issue of wage increases, tied up millions of dollars worth of construction projects, including the Toronto subway extension. The agreement finally reached provided a wage increase of $1.85 per hour over the 28 months of the contract plus an additional $0.35 per hour increase in fringe benefits.

The strike of longest duration in construction in 1972 was that of the International Union of Elevator Constructors against the five major elevator companies in Canada. The strike which began in Toronto on September 7, 1972, continues in 1973 and involves two main issues. The first of these involves the desire of the Canadian sector of the international union to decide union policy independent of that followed in the United States. The second issue is that of work jurisdiction. The union was asking for protection from a reduction in their work force due to the use of pre-assembled elevator units. It was argued that the exclusive use of the pre-assembled units would significantly cut back the union work force. Management, on the other hand, feel it is their right and responsibility to determine the quantity and type of work performed. The duration of the strike has increased its impact in construction projects throughout Ontario and the rest of Canada, particularly high-rise development.

Some signs have appeared indicating a changing environment for negotiations in 1973. One of the changes is a movement toward early re-negotiation of expiring contracts. Two important early settlements, involving a number of trades, occurred in Sarnia and London.

In July, the Sarnia and District Building and Construction Trades Council and the Sarnia Construction Association jointly extended for two years all local construction agreements originally

scheduled to expire in April 1973. The extension provides for across-the-board monetary increases of 14 per cent over a two year period and covers all trades in the area that sign local rather than provincial or national agreements.

Early negotiation of an agreement also occurred in September 1972 between the United Association of Plumbers, Local 593, and the Mechanical Contractors Association in London. The two year contract, effective in May 1973, provides annual pay increases of $0.30 per hour. A major reason cited for this low wage increase was the continuing high levels of unemployment of construction workers in the area. The plumbers settlement has led to a general agreement, yet to be ratified, between the London and District Construction Association and the London Building and Construction Trades Council. This tentative agreement extends existing collective agreements to April 1975 and provides wage increases of from $0.30 to $0.40 per year (depending upon trade). Excluded from this agreement are electricians, sheet metal workers, bricklayers and painters.

As noted above, relatively few construction agreements expired in 1972. The majority of contracts, including 75 per cent of pattern-setting agreements, are due for renwal in 1973, presenting a potential for a large number of work stoppages. In order to smooth the way for the vast number of agreements to be negotiated in 1973, the Minister of Labour, in August 1972, set up a Counstruction Industry Review Panel. In addition to the Panel's short-term goal, its longer-term purpose is to attempt to stabilize construction activity. This problem of cyclical instability is one which perennially plagues the industry. A study has recently been commissioned by the Panel will have the following three primary objectives:

1. to gain a thorough understanding of the problem and experience in forecasting to date;

2. to identify and define the regions or areas of the province that would constitute natural labour markets and planning areas;

3. to determine the feasibility of developing a useful forecasting approach.

Manufacturing

In the manufacturing sector major settlements occurred in the primary metals, electrical products, and automotive parts industries.

The primary metals industry underwent major bargaining sessions in 1972. In the steel industry, two of the big three producers negotiated new contracts. The contracts for both the Algoma Steel Company and the Steel Company of Canada (Stelco) with the United Steelworkers of America expired in July 1972. Within a month of expiration, new contracts had been negotiated and ratified by the parties involved. This was in sharp contrast to the 1969 negotiations which involved an 81-day strike.

The Stelco agreement is for three years and includes wage increases ranging from $0.80 to $1.20 per hour over the life of the contract. Fringe benefit costs borne by the employee were substantially reduced by the company's assumption of the full cost of health and major medical insurance premiums. Other changes included an improved pension plan and a new non-deductible dental plan.

The Algoma-Steelworkers agreement was signed immediately following the Stelco settlement and provided identical wage gains, as well as newly negotiated cost-of-living allowances.

In the past, the Steelworkers have preferred to take wage increases anticipating rises in the cost-of-living rather than include an escalator clause within the agreement. The rate of inflation in recent years has altered this attitude, leading to cost-of-living allowances in current contracts. The allowances provide a guaranteed increase in wages ($0.01 for each 0.6 increase in the Consumer Price Index, 1961=100) with a maximum of four cents to apply at each of the annual adjustment dates.

Also in the primary metals industry, the Steelworkers reached an agreement with the International Nickel Company. In 1969, as was the case with the steel companies, Inco suffered a long strike (128 days). In 1972, negotiations were early and led to an agreement quickly ratified by union and management. Wages were increased by $0.75 per hour over three years. Additions to fringe benefit provisions brought the total increase to $1.40 per hour. Among other benefits, the package included increased pension benefits, earlier retirement, and an improved company-financed medical and dental plan. The settlement also establishes an "environmental committee" of union and management officials which will meet periodically to discuss local pollution problems. This is the second such pollution clause to be won in Canada by the Steelworkers and is patterned after a 1970 agreement with COMINCO.

A wildcat strike of workers in Peterborough highlighted negotiations between Canadian General Electric and the United Electrical and Machine Workers. The walkout took place after charges were made that management representatives were releasing incorrect information about the negotiations to the public. Being a national agreement, the master plan covering all workers had to be voted on by all locals. The major union demand was parity among all CGE workers whereas the company preferred an across-the-board wage increase. Union negotiators recommended rejecting the company offer but the vote by the union membership accepted the settlement.

The new contract, which runs until December 1973, covers 6,500 workers in Ontario at 12 CGE locations. Some of the major provisions of the contract are as follows:

- cost-of-living escalator with maximum yearly increases of $0.08 per hour;
- reduction in service requirements for paid vacations;
- improvements in fringe benefits, including the weekly indemnity plan, health plan, and pension plan;
- across-the-board wage increases of $0.44 per hour over two years with additional adjustments for skilled workers in the first year.

A strike was also part of the bargaining picture involving Westinghouse Canada Limited and Local 504 of the United Electrical Radio and Machine Workers of America. The strike, lasting six weeks, ended on June 22, 1972. The result of the dispute was a two-year contract very similar to the CGE agreement. The wage increase was $0.47 over the life of the contract and allowed for skill level adjustments. The contract also included an unlimited cost-of-living allowance escalator (to come into effect in the second year of the contract) and an improvement in the long-term disability plan.

Strikes were also important in the 1972 rounds of bargaining in the other manufacturing industries. Approximately 3,300 members of the United Auto Workers were on strike for 6½ weeks after their contract with Massey Ferguson Ltd. expired in September 1972. The major issue seemed to be that of wages, with the union seeking a twelve per cent increase over two years. An agreement was finally reached which raised wages $0.39 over two years and which included a cost-of-living escalator, strike settlement pay, and improvements in fringe benefits.

The dispute between Canadian Acme Screw and Gear Ltd. and the United Auto Workers also involved a strike. In August 1972 an

18-month contract expired during which wages had been frozen due to the apparent insolvency of the firm. Acme wanted to negotiate a contract that would continue the wage freeze but the employees responded by striking when the contract expired. The company then threatened permanent closure if the strike were prolonged. Under the provincial Employment Standards Act, a company terminating the employment of 500 or more workers must give 16 weeks of notice, or payment in lieu. However, the Act does not apply if the employees are on strike. The company did close, leaving the striking employees without termination benefit.

In December 1972 a new company, Canac, was incorporated allegedly using the same premises, producing the same products for the same customers, and employing the same supervisory personnel. The union claimed that this new company was a successor to the old one. The dispute lingers on, but now also involves the question of whether the union should still have the right to picket the location.

Negotiations between the United Auto Workers, Local 918, and DeHavilland Aircraft of Canada, Ltd. began in June 1971 at the expiration of the contract. The union was originally asking for a $0.36 per hour increase over 18 months, similar to the wage settlement reached in the agreement between Douglas Aircraft and the U.A.W.

The U.A.W. members feeling that talks had reached an impasse, went on strike in January 1972. By this time the major issue had shifted to that of the processing of union grievances in the plant. The company refused to negotiate on wages until the grievance issue was settled.

After many weeks of strike, the issues shifted again, with the grievance process issue losing its precedence. Wage issues again came to the fore. The union agreed to modify wage demands if it were allowed to examine DeHavilland's books. Even though the company claimed a settlement similar to the Douglas contract was not viable, they rejected the union suggestion.

Finally in September 1972 a settlement was reached. Included in the agreement was a wage increase of $1.05 over three years, with $0.36 per hour coming in the first 12 months. The contract also provided a "no cap" cost-of-living escalator, and increased pension benefits.

This paper has highlighted only the major developments in collective bargaining which occurred during 1972. The two appendices set out in greater detail information on wage changes, bargaining activity, and changes in employee fringe benefits.

APPENDIX A

LIST OF TABLES
IN APPENDIX A

Table		Page
1A.	New Service Requirements for Three, Four, Five and Six-Week Vacations Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	32
1B.	Reduction in Service Requirements for Three, Four, Five and Six-Week Vacations Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.....	33
2A.	New Number of Paid Holidays Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	34
2B.	Increases in the Number of Paid Holidays Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.....	35
3A.	New Level of Employer Contribution to Premium for OHIP Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.....	36
3B.	Increases in Level of Employer Contribution to Premiums For OHIP Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	37
4A.	New Level of Weekly Indemnity Benefits Where Benefits are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	38
4B.	Increase in Weekly Indemnity Benefits Where Benefits are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	39

Table		Page
5A.	New Level of Maximum Weekly Indemnity Benefits Where Benefits are Scaled to Wage Levels Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	40
5B.	Increases in Maximum Weekly Indemnity Benefits Where Benefits are Scaled to Wage Levels Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	41
6A.	New Levels of Life Insurance Benefits Where Benefits Are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	42
6B.	Increase in Life Insurance Benefits Where Benefits Are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.	43
7A.	New Afternoon and Night Shift Premiums Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	44
7B.	Changes in Afternoon and Night Shift Premiums Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	45
8A.	New Minimum Basic Pension Benefits Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	46
8B.	Increase in Minimum Basic Pension Benefits Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.....	47
9A.	New Levels of Long Term Disability Benefits Where Benefits Are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario.	48

Table		Page
9B.	Increase in Long Term Disability Benefits Where Benefits are Fixed Amounts Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	49
10A.	New Level of Long Term Disability Benefits Where Benefits are Scaled to Wage Levels Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	50
10B.	Increase in Level of Long Term Disability Benefits Where Benefits are Scaled to Wage Levels Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	51
11A.	New Level of Employer Contribution to Long Term Disability Plan Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1973 in Ontario .	52
11B.	Increase in Level of Employer Contribution to Long Term Disability Plan Established by Non-Construction Collective Bargaining Agreements Covering 200 or More Employees Negotiated in 1972 in Ontario	53

APPENDIX A

This appendix provides information on changes in fringe benefits negotiated in Ontario during 1972. The 361 collective agreements covered by the discussion are those in non-construction industries covering 200 or more employees which have altered benefit levels or have introduced new fringe benefit provisions. This is in contrast with Appendix B where all the agreements negotiated in 1972 are included.

Data in the Appendix is derived from the settlement reporting activities of the Ontario Ministry of Labour and the Canada Department of Labour. The provisions described are those effective in the final year of each new contract. Where a differential exists in the employee benefits based upon wage rates, the benefit reported here relates to the base wage rate, that is, the lowest rate found in the bargaining unit. The source of 1971 data used in this appendix is Collective Bargaining in Ontario, 1971.

Fringe benefits examined include paid vacations, paid holidays, OHIP premiums, weekly indemnity benefits, life insurance, shift premiums, pension benefits, long-term disability, and cost-of-living allowances.

Paid Vacations

Vacation provisions continued to have a heavy emphasis in bargaining in 1972. Approximately 60 per cent of the 361 contracts examined here contained changes in paid vacation clauses. Table 1A contains the new service requirements for three, four, five and six-week vacations. The most common service requirements established in 1972 were 8 years for three-weeks vacation, 15 years for four weeks, and 25 for five weeks. Any six-week vacations established come after service of 30 or 31 years.

Table 1B lists the reduction in service requirements for each vacation period. Among established provisions, the most common reduction for a vacation of any length was two years. For vacations of five and six weeks in length, however, new provisions were more numerous than already established requirements.

Paid Holidays

The number of paid holidays has increased in 131 of the 361 agreements analyzed. Table 2A shows that the most common number of

paid holidays in revised agreements is ten, with many contracts extending the number to eleven and twelve. Where there were provisions for an increase in the number of paid holidays, most agreements have added one day. Several trends appear to be emerging in paid holiday provisions. During 1971 as well as 1972, the majority of holidays were added during the Christmas season to allow for complete plant closure between Christmas and New Year's Day. Since 1969 changes in paid holiday provisions have appeared in relatively fewer contracts, thus indicating that the issue of holidays is declining in its importance as a negotiating point.

OHIP Premiums

In early 1972, the Ontario government introduced the OHIP plan that was designated to integrate and replace the previous OHSIP and OHSC plans. This new plan reduces the cost to single subscribers by forty cents per month, and by eighty cents per month for subscribers with dependents. For this analysis, the increase is taken as the difference between the new single OHIP rate and the sum of the old OHSIP and OHSC single rates. In some agreements, the employer contribution is not presented as a percentage. Where possible this has been calculated, based upon the rate for single employees. Where a difference exists between employer contributions for single and married employees, the rate shown in the tables is for single employees.

In Table 3A it appears that the most common level of employer contribution to OHIP premiums was 100 per cent. However, about 50 per cent of the employees covered in eleven agreements which provide this benefit receive employer contributions of 90 per cent.

Rates of increase of employer contribution to OHIP premiums ranged from one per cent to 100 per cent, as indicated in Table 3B. The largest number of contracts increased employer contributions by 11-20 per cent.

Weekly Indemnity Benefits

In 1972, weekly indemnity benefits, appearing as either fixed amounts or amounts scaled to wage levels, were changed in 103 of the agreements analyzed.

As presented in Table 4A, weekly indemnity benefit levels based on fixed amounts were altered in 61 agreements. There were no agreements which introduced this benefit for the first time in

1972. As in 1971, no major concentration appears, either in terms of contracts or employees at any particular weekly benefit level. The benefits ranged from $45.00 to $142.00 per week with some concentration in the range of $90.00 to $110.00 per week.

Increases in weekly indemnity benefits were also diverse. The most frequent change was $10.00, but increases of $20.00 and $30.00 were common.

Indemnity benefits based on rates scaled to wages are included in Tables 5A and 5B. The new level of benefit shown in Table 5A is the maximum that the employee is eligible to receive. The most common levels of maximum benefit were $90.00 and $100.00. The most frequent change to the scaled plans was an increase of $40.00 per week in maximum benefit, with many other agreements having an increase in the range of $15.00 to $30.00 per week, as shown in Table 5B.

There appears to be a trend to change indemnity benefits from a flat rate to a scaled benefit. This type of change occurred in 39 agreements. The trend may be due in part to an attempt by employers to integrate company indemnity plans with Unemployment Insurance benefits.

Life Insurance

Life insurance provisions with fixed benefits were introduced or changed in 73 agreements. A few agreements have provisions for benefits scaled to wages, and where this variation exists, it is included in the tables in the category relating to the lowest wage rate in the agreement. From the data in Table 6A, there appears to be no common level of benefits, the range being from $2,000 to $22,000. The most frequent increase in the life insurance benefit, as indicated in Table 6B, was $1,000, however, increase of $2,000 were also relatively common. These increases were also the most prevalent in 1971 agreements.

Afternoon and Night Shift Premiums

The afternoon and night shift premium data in Tables 7A and 7B include only those agreements that have altered or introduced a cent-per-hour premium for shift work in the afternoon or night. Where a fixed rate was given for an entire shift, this rate has been translated into an hourly rate where possible. The tables exclude agreements that incorporate increased shift premium for a split shift and agreements that have shift premiums calculated as a per cent of the employee's wage.

Table 7A provides data on new levels of afternoon and night shift premiums. Sixty-seven of 145 agreements have afternoon shift premiums ranging from 13 to 16 cents per hour. The 1971 figures show an even more diverse range of afternoon shift premiums. In the same table, the figures for night shift premiums indicate that the most common range was 15 to 18 cents per hour. This lack of concentration in the agreements was also seen in the 1971 contracts.

In Table 7B, where increases in the level of premiums are shown, a majority of agreements have provisions for a two cent per hour increase in afternoon shift premiums. For night shift premiums, the most common level of increase appears to be two cents per hour although there are many agreements having increases in the wider range of one to five cents. The data for 1971 showed a range of one to three cents as the most prevalent increases.

Pension Benefits

Changes in pension benefits did not appear to be a major negotiating point in the agreements analyzed this year. Alterations to existing pension plans occurred in only 59 settlements. Pension plans appeared for the first time in six agreements.

The benefit rates given in the tables are for future service and flat rates only. Where pension benefits were set at a rate based on wage levels, these agreements have been excluded from the analysis as have provisions for supplementary pensions.

Table 8A, which gives new levels of basic pension benefits, does not show a strong pattern of concentration at any particular level. Minimum benefits ranged from $2.00 per month per year of service to $8.00 per month per year of service. These larger amounts appeared most frequently in Steelworkers agreements.

As shown in Table 8B, there also appears to be a dispersion in levels of increase in pension benefits. An increase of $1.00 per month appeared in 14 of the agreements analyzed but this does not represent a major pattern.

Long-Term Disability

Long-term disability plans were introduced or changed in 36 agreements covering 95,081 employees in 1972. The changes and additions appeared as increases in employer contributions to the plan or as increases in the amount of benefit received by employees.

The tables presented here include new levels and increases in long-term disability benefits where the benefits are fixed amounts and where they are scaled to wage level. They also present data on new levels and increases in employer contribution to the long-term plans. Since long term disability benefits are a relatively new phenomenon in the area of fringe benefits, no patterns of change have been established.

Cost-of-Living Allowances

Of the 361 settlements analyzed, 34 agreements involved negotiations of previous cost-of-living provisions and 3 involved the introduction of a new clause. Of these 37 agreements, 21 altered the formula for calculation of payments and the 3 new provisions set down their formulae. This year showed, as in the last, that the most common formula was an increase of one cent per 0.4 point rise in the Consumer Price Index. Twelve re-negotiated provisions and two new ones follow this formula. Four agreements provided a one cent increase per 0.45 rise in the CPI, four more (including two new provisions) provided a one cent increase per 0.5 rise and one other provided a one cent increase per 0.6 rise. The majority of these allowances changed the base to the 1961 Index from the 1949 Index although a few improved the benefit already based on the 1961 Index.

Various changes occurred with regard to some of the "caps" in the cost-of-living clauses. Seven agreements involved a revision upwards in the maximum amounts of the caps. (Six of these agreements involved two of the major steel companies, as caps were raised to 4¢ from 3¢ in the last 2 years of the agreements). Five removed the maximum payment as specified under the previous agreements, three agreements did introduce a cap, and, of the 3 new clauses, two of these also established maximums on their cost-of-living allowances. Removal of a cap also involved removal of any minimum guaranteed cost-of-living payment. However, the addition of a cap in the 5 cases mentioned above was not accompanied by the establishment of a minimum guaranteed payment.

Table 1A

NEW SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Length of Vacation	Years of Service	Employees	Agreements
Three-Weeks	2	1,755	4
	3	1,760	4
	4	19,547	4
	5	11,159	28
	6	13,874	23
	7	7,540	18
	8	12,511	34
	9	1,585	4
	10	21,394	10
	12	1,500	2
	15	1,420	3
Four-Weeks	3	185	1
	5	400	1
	10	3,370	5
	11	9,590	6
	12	9,462	7
	13	632	2
	14	3,290	3
	15	29,457	55
	16	11,141	20
	17	1,189	4
	18	7,327	13
	19	250	1
	20	7,700	11
	23	210	1
	35	00	1
Five-Weeks	20	5,032	11
	21	352	1
	22	654	2
	23	11,500	10
	25	16,741	32
	28	8,840	5
	29	50,000	1
	30	32,080	9
Six-Weeks	30	18,434	17
	31	267	1

Table 1B

REDUCTION IN SERVICE REQUIREMENTS FOR THREE, FOUR, FIVE AND SIX-WEEK VACATIONS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Reduction in Service Requirements	Vacation Period							
	Three-Weeks		Four-Weeks		Five-Weeks		Six-Weeks	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
One Year	37,534	42	2,865	7	-	-	-	-
Two Years	22,470	52	23,147	39	8,605	11		
Three Years	6,768	13	26,946	31	2,459	4	-	-
Four Years	681	2	13,186	15	580	1	-	-
Five Years	20,307	6	26,706	21	8,405	12	-	-
Ten Years	350	1	-	-	-	-	-	-
Twelve Years	-	-	400	1	-	-	-	-
New	5,701	15	5,449	17	112,998	50	18,705	8

Table 2A

NEW NUMBER OF PAID HOLIDAYS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Previous Number of Paid Holidays	New Number of Paid Holidays																			
	8		8½		9		9½		10		10½		11		12		12½		13	
	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b
4					260	1														
7	1,040	3																		
8			200	1	4,805	9			313	1										
8½																				
9							1,315	3	55,976	48										
9½									12,088	13	1,850	2								
10											3,110	3	17,517	29	410	2				
10½													1,293	3						
11															2,903	7			553	2
11½															544	2	500	1		
12																			435	1
Total	1,040	3	200	1	5,065	10	1,315	3	68,377	62	4,960	5	18,810	32	3,857	11	500	1	988	3

a. Employee Coverage
b. Number of Agreements

Table 2B

INCREASES IN THE NUMBER OF PAID HOLIDAYS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
½ day	19,270	25
1 day	85,026	100
2 days	1,276	5
3 days	-	-
4 days	-	-
5 days	260	1
Total	105,932	131

Table 3A

NEW LEVEL OF EMPLOYER CONTRIBUTION TO PREMIUM FOR OHIP ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Proportion of Premium Paid by Employer	Employees	Agreements
36%	600	1
50%	435	2
64%	360	1
66-2/3%	4,218	2
67%	540	1
68%	775	1
70%	260	1
72%	351	1
75%	8,948	18
77%	800	1
80%	2,623	9
82%	710	2
85%	1,050	1
90%	57,378	11
93%	266	1
100%	21,291	54
Total	100,605	107

Table 3B

INCREASES IN LEVEL OF EMPLOYER CONTRIBUTION TO PREMIUMS FOR OHIP ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
1 - 10%	13,249	23
11 - 20%	10,589	29
21 - 30%	8,114	24
31 - 40%	60,371	15
41 - 50%	2,710	9
51 - 60%	530	2
61 - 70%	4,450	3
71 - 80%	232	1
81 - 90%	-	-
91 -100%	360	1
Total	100,605	107

Table 4A

NEW LEVEL OF WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Weekly Indemnity Benefits	Employees	Agreements
$45.00	300	1
$53.00	325	1
$60.00	1,687	5
$65.00	1,061	4
$68.00	210	1
$70.00	1,235	5
$75.00	1,590	3
$80.00	1,185	4
$84.50	385	1
$85.00	1,685	5
$90.00	6,171	11
$95.00	1,410	2
$100.00	1,495	4
$105.00	325	1
$110.00	43,488	10
$120.00	980	2
$142.00	234	1
Total	63,766	61

Table 4B

INCREASE IN WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
$5.00	1,976	6
$8.00	325	1
$10.00	5,612	16
$12.00	210	1
$15.00	4,099	7
$20.00	10,268	12
$22.00	385	1
$25.00	927	3
$27.00	234	1
$30.00	23,070	10
$33.00	16,660	3
Total	63,766	61

Table 5A

NEW LEVEL OF MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Maximum Weekly Indemnity Benefits	Employees	Agreements
$80.00	371	1
$90.00	6,442	19
$100.00	5,444	17
$115.00	300	1
$120.00	918	3
$150.00	273	1
Total	13,648	42

Table 5B

INCREASES IN MAXIMUM WEEKLY INDEMNITY BENEFITS WHERE BENEFITS ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
$5.00	250	1
$10.00	621	2
$15.00	2,797	6
$20.00	978	4
$25.00	1,929	6
$30.00	1,426	4
$35.00	250	1
$40.00	2,844	10
$45.00	845	3
$50.00	11,435	4
$75.00	273	1
Total	13,648	42

Table 6A

NEW LEVELS OF LIFE INSURANCE BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Life Insurance Benefit	Employees	Agreements
$2,000	2,450	6
$2,200	250	1
$3,000	625	2
$4,000	925	3
$5,000	5,050	9
$5,500	540	2
$6,000	3,709	13
$6,500	250	1
$7,000	2,604	8
$7,500	1,180	4
$8,000	16,562	8
$8,500	1,870	4
$9,000	275	1
$10,000	2,704	6
$11,250	4,870	1
$15,000	1,494	3
$22,000	525	1
Total	45,883	73

Table 6B

INCREASE IN LIFE INSURANCE BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
$500	600	2
$1,000	7,736	24
$1,200	250	1
$1,500	2,010	6
$2,000	8,246	19
$2,500	1,782	5
$3,000	20,175	5
$4,000	1,389	4
$4,500	376	1
$5,000	1,619	4
$6,500	1,200	1
$11,000	500	1
Total	45,883	73

Table 7A

NEW AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Hourly Premium (Cents)	Afternoon Shift		Night Shift	
	Employees	Agreements	Employees	Agreements
	Number	Number	Number	Number
4	235	1	-	-
5	500	1	-	-
6	-	-	235	1
7	525	2	-	-
8	1,335	3	685	1
9	-	-	500	1
10	2,837	8	-	-
11	780	2	-	-
12	19,350	15	3,097	4
12½	19,610	2	-	-
13	4,583	12	325	1
14	6,925	17	2,200	6
15	32,977	26	7,061	20
16	4,184	12	3,257	10
17	5,026	7	11,417	13
18	14,358	9	30,692	21
18½	-	-	19,610	2
19	3,965	6	1,825	4
20	13,978	16	46,822	40
21	-	-	1,660	2
22	1,235	2	1,278	3
23	450	1	985	2
24	790	1	-	-
25	-	-	6,255	4
26	-	-	3,300	1
30	8,500	1	236	1
31	-	-	790	1
34	-	-	435	1
35	4,280	1	16,111	8
44	-	-	1,200	1
50	-	-	380	1
Total	146,423	145	160,356	149

Table 7B

CHANGES IN AFTERNOON AND NIGHT SHIFT PREMIUMS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Change in Premium (Cents Per Hour)	Afternoon Shift		Night Shift	
	Agreements	Employees	Agreements	Employees
	Number	Number	Number	Number
½	19,610	2	900	1
1	9,283	24	6,953	14
1½	-	-	18,710	1
2	57,936	68	56,520	52
2½	-	-	5,370	2
3	37,606	27	18,191	29
4	3,778	10	22,041	17
5	3,465	7	8,329	16
6	1,250	2	1,035	2
7	-	-	2,650	1
7½	8,500	1	-	-
10	475	2	810	2
12	-	-	2,400	1
12½	-	-	14,671	5
13½	4,280	1	-	-
15	240	1	856	3
18	-	-	240	1
20	-	-	300	1
50	-	-	380	1
Total	146,423	145	160,356	149

Table 8A

NEW MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Minimum Benefit	Employees	Agreements
$2.00/Mo./Yr. of service	525	1
$2.80/Mo./Yr. " "	515	1
$3.50/Mo./Yr. " "	650	3
$3.75/Mo./Yr. " "	202	1
$4.00/Mo./Yr. " "	1,391	5
$4.10/Mo./Yr. " "	250	1
$4.25/Mo./Yr. " "	215	1
$4.50/Mo./Yr. " "	825	2
$5.00/Mo./Yr. " "	7,509	5
$5.25/Mo./Yr. " "	1,712	4
$5.50/Mo./Yr. " "	559	2
$6.00/Mo./Yr. " "	3,128	9
$6.25/Mo./Yr. " "	800	2
$6.30/Mo./Yr. " "	250	1
$6.50/Mo./Yr. " "	3,235	2
$7.00/Mo./Yr. " "	17,574	7
$7.25/Mo./Yr. " "	8,448	6
$7.50/Mo./Yr. " "	3,513	2
$7.75/Mo./Yr. " "	900	1
$8.00/Mo./Yr. " "	19,300	3
Total	71,501	59

Table 8B

INCREASE IN MINIMUM BASIC PENSION BENEFITS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
$ .50/Mo.	7,899	6
$ .60/Mo.	250	1
$ .75/Mo.	957	3
$1.00/Mo.	5,485	14
$1.25/Mo.	18,206	7
$1.50/Mo.	8,599	5
$1.75/Mo.	5,070	5
$2.00/Mo.	21,919	9
$2.25/Mo.	300	1
$2.80/Mo.	515	1
$3.00/Mo.	970	2
$3.50/Mo.	440	2
$4.00/Mo.	891	3
Total	71,501	59

Table 9A

NEW LEVELS OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Long Term Disability Benefits	Employees	Agreements
$34.62/Wk.	575	2
$46.15/Wk	320	1
$60,00/Wk.	810	1
$70.00/Wk.	200	1
$75.00/Wk.	810	1
$80.00/Wk.	300	1
$85.00/Wk.	7,325	3
$90.00/Wk.	325	1
Total	10,665	11

Table 9B

INCREASE IN LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE FIXED AMOUNTS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
$5.00	7,325	3
$11.53	320	1
$15.00	300	1
$20.00	810	1
$23.07	200	1
New	1,710	4
Total	10,665	11

Table 10A

NEW LEVEL OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Amount of Long Term Disability Benefit	Employees	Agreements
50%	3,958	6
60%	5,500	2
65%	9,068	5
Total	18,526	13

Table 10B

INCREASE IN LEVEL OF LONG TERM DISABILITY BENEFITS WHERE BENEFITS ARE SCALED TO WAGE LEVELS ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
10%	3,000	1
New	15,086	11
Total	18,086	12*

*One agreement is excluded because of a change in method of calculating benefits.

Table 11A

NEW LEVEL OF EMPLOYER CONTRIBUTION TO LONG TERM DISABILITY PLAN ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Employer Contribution	Employees	Agreements
50%	10,971	8
66%	4,870	1
66-2/3%	60,000	4
80%	660	2
100%	3,740	8
Total	80,241	23

Table 11B

INCREASE IN LEVEL OF EMPLOYER CONTRIBUTION TO LONG TERM DISABILITY PLAN ESTABLISHED BY NON-CONSTRUCTION COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE EMPLOYEES NEGOTIATED IN 1972 IN ONTARIO

Increase	Employees	Agreements
5%	440	1
6%	4,870	1
16-2/3%	53,700	2
New	21,231	19
Total	80,241	23

APPENDIX B

LIST OF TABLES
IN APPENDIX B

Table		Page
1	Employees Affected by Collective Bargaining Settlements Negotiated in Ontario in 1972 by Industry and Duration of Agreement	58
2	Average Annual Per Cent Wage Increases in Base Rates Established by Collective Bargaining Settlements Negotiated in Ontario in 1972 by Industry and Duration of Agreement	59
3	Average Annual Cents Per Hour Wage Increases in Base Rates Establishined by Collective Bargaining Settlements Negotiated in Ontario in 1972 by Industry and Duration of Agreement..	60
4	Work Stoppages in Ontario by Industry 1970-1972.....	61
5	Collective Agreements Negotiated in Ontario in Industries Other Than Construction as a Proportion of Total Agreements in Force, 1971-1972.....	62
6	Volume of Conciliation Activity, Ontario Ministry of Labour January 1 to December 31, 1971 and 1972.....	63
7	Voluntary Mediation Provided by Conciliation and Mediation Services, Ontario Ministry of Labour, January 1 to December 31, 1972.....	64

Table 1

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN 1972 BY INDUSTRY AND DURATION OF AGREEMENT[1]

Industry	All Agreements		One-Year[2] Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	312,513	450	51,834	70	172,483	259	88,196	121
All Industries (Excluding Construction	290,774	418	37,655	54	165,273	244	87,846	120
Manufacturing	115,186	228	9,960	23	51,389	110	53,837	95
Food and Beverage	7,882	24	840	2	3,500	8	3,542	14
Tobacco	1,445	4	-	-	1,445	4	-	-
Rubber	1,140	3	-	-	-	-	1,140	3
Leather	1,110	6	-	-	210	1	900	5
Textile	5,687	14	-	-	2,895	6	2,792	8
Knitting Mills	620	2	-	-	620	2	-	-
Clothing	4,692	5	1,500	2	-	-	3,192	3
Wood	1,574	6	210	1	1,364	5	-	-
Furniture and Fixture	2,421	14	-	-	2,421	14	-	-
Paper and Allied	8,557	26	5,465	12	1,831	6	1,261	8
Printing and Publishing	3,580	6	360	1	2,020	4	1,200	1
Primary Metals	25,875	20	-	-	3,317	9	22,558	11
Metal Fabricating	8,330	26	-	-	3,905	11	4,425	15
Machinery	7,806	10	565	1	6,581	7	660	2
Transportation Equipment	6,656	21	210	2	2,256	7	4,190	12
Electrical Products	18,792	18	370	1	13,772	13	4,650	4
Non-Metallic Mineral Products	1,976	5	440	1	240	1	1,296	3
Chemical and Chemical Products	3,077	7	-	-	1,840	4	1,237	3
Miscellaneous Manufacturing	3,966	11	-	-	3,172	8	794	3
Non-Manufacturing (Excluding Construction	175,588	190	27,695	31	113,884	134	34,009	25
Mines, Quarries and Oil Wells	22,151	14	210	1	1,755	4	20,186	9
Transportation	7,846	7	-	-	7,466	6	380	1
Communication	13,482	5	12,635	3	234	1	613	1
Electric Power, Gas and Water Utilities	420	1	-	-	-	-	420	1
Wholesale Trade	2,250	3	-	-	1,950	2	300	1
Retail Trade	18,695	13	-	-	18,695	13	-	-
Insurance and Real Estate	500	1	500	1	-	-	-	-
Education and Related Services	17,405	29	667	2	16,738	27	-	-
Health and Welfare Services	15,968	44	5,987	14	9,981	30	-	-
Motion Picture and Recreational Services	350	2	350	2	-	-	-	-
Services to Business Management	275	1	275	1	-	-	-	-
Personal Services	3,897	7	-	-	1,305	3	2,592	4
Miscellaneous Services	270	1	-	-	-	-	270	1
Federal Administration	19,547	20	-	-	10,579	14	8,968	6
Provincial Administration	24,860	5	3,980	2	20,880	3	-	-
Local Administration	27,672	37	3,091	5	24,301	31	280	1
Construction	21,739	32	14,179	16	7,210	15	350	1

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three year agreements are those with a term of 30 months or more.

Table 2

AVERAGE ANNUAL PER CENT[1] WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN 1972 BY INDUSTRY AND DURATION OF AGREEMENT[2]

Industry	All Agreements	One-Year[3] Agreements	Two-Year Agreements	Three-Year Agreements
All Industries	7.9	9.0	7.8	7.4
All Industries (Excluding Construction)	7.7	7.9	7.8	7.4
Manufacturing	7.6	7.9	7.6	7.5
Food and Beverage	8.6	8.7	7.6	9.6
Tobacco	9.2	-	9.2	-
Rubber	8.0	-	-	8.0
Leather	8.2	-	5.7	8.8
Textile	8.0	-	7.7	8.3
Knitting Mills	9.2	-	9.2	-
Clothing	5.8	4.8	-	6.3
Wood	8.9	13.2	8.3	-
Furniture and Fixture	8.0	-	8.0	-
Paper and Allied	9.0	9.0	9.2	8.9
Printing and Publishing	8.2	7.1	8.7	7.8
Primary Metals	7.5	-	7.8	7.5
Metal Fabricating	7.4	-	8.2	6.7
Machinery	5.8	7.2	5.6	5.6
Transportation Equipment	7.1	0.0	7.3	7.3
Electrical Products	7.5	7.1	7.7	6.8
Non-Metallic Mineral Products	7.6	7.0	6.2	8.0
Chemical and Chemical Products	7.5	-	8.2	6.6
Miscellaneous Manufacturing	7.3	-	7.3	7.2
Non-Manufacturing (Excluding Construction)	7.7	7.9	7.8	7.3
Mines, Quarries and Oil Wells	6.8	3.8	5.2	6.9
Transportation	8.6	-	8.5	10.9
Communication	7.0	6.9	12.0	6.9
Electric Power, Gas and Water Utilities	5.8	-	-	5.8
Wholesale Trade	13.8	-	14.2	11.0
Retail Trade	9.9	-	9.9	-
Insurance and Real Estate	8.3	8.3	-	-
Education and Related Services	7.1	7.9	7.1	-
Health and Welfare Services	8.8	8.6	8.9	-
Motion Picture and Recreational Services	0.0	0.0	-	-
Services to Business Management	6.3	6.3	-	-
Personal Services	8.2	-	6.8	8.8
Miscellaneous Services	10.3	-	-	10.3
Federal Administration	7.0	-	6.7	7.3
Provincial Administration	7.7	11.1	7.0	-
Local Administration	7.1	7.8	7.0	8.2
Construction	11.0	11.9	9.6	14.0

1. Per cents are expressed in compound terms, weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Table 3

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN 1972 BY INDUSTRY AND DURATION OF AGREEMENT[1]

Industry	All Agreements	One-Year[2] Agreements	Two-Year Agreements	Three-Year Agreements
All Industries	26.5	34.8	24.9	24.6
All Industries (Excluding Construction)	23.9	23.3	23.8	24.3
Manufacturing	23.4	24.6	22.0	24.4
Food and Beverage	26.7	29.7	22.1	30.5
Tobacco	27.9	-	27.9	-
Rubber	25.7	-	-	25.7
Leather	22.2	-	10.0	25.0
Textile	19.3	-	19.3	19.3
Knitting Mills	16.8	-	16.8	-
Clothing	10.5	8.3	-	11.6
Wood	25.6	39.0	23.5	-
Furniture and Fixture	20.5	-	20.5	-
Paper and Allied	29.3	30.2	25.9	30.6
Printing and Publishing	33.1	13.0	30.0	44.3
Primary Metals	26.2	-	25.6	26.3
Metal Fabricating	23.5	-	24.4	22.7
Machinery	19.4	22.0	19.1	20.4
Transportation Equipment	19.8	0.0	20.8	20.3
Electrical Products	21.3	18.5	21.6	20.8
Non-Metallic Products	25.1	24.0	21.0	26.3
Chemical and Chemical Products	23.3	-	22.7	24.3
Miscellaneous Manufacturing	18.9	-	18.9	19.2
Non-Manufacturing (Excluding Construction)	24.3	22.9	24.6	24.3
Mines, Quarries and Oil Wells	23.9	10.0	11.8	25.1
Transportation	32.5	-	31.8	46.7
Communication	17.1	17.0	23.3	18.6
Electric Power, Water and Gas Utilities	14.3	-	-	14.3
Wholesale Trade	64.2	-	66.4	50.0
Retail Trade	28.7	-	28.7	-
Insurance and Real Estate	30.0	30.0	-	-
Education and Related Services	21.0	25.8	20.8	-
Health and Welfare Services	21.6	22.6	21.0	-
Motion Picture and Recreational Services	0.0	0.0	-	-
Services to Business Management	13.4	13.4	-	-
Personal Services	17.0	-	13.1	18.9
Miscellaneous Services	26.7	-	-	26.7
Federal Administration	24.1	-	25.4	22.5
Provincial Administration	23.7	48.6	18.9	-
Local Administration	25.1	16.9	26.0	33.7
Construction	61.5	65.1	51.6	84.0

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Table 4

WORK STOPPAGES IN ONTARIO BY INDUSTRY
1970-1972

Industry	Work Stoppages			Workers Involved			Duration in Man-Days		
	1972*	1971*	1970	1972*	1971*	1970	1972*	1971*	1970
All Industries	186	192	215	68,510	79,488	81,592	2,144,790	1,344,830	2,547,210
Manufacturing	124	131	127	35,651	63,517	53,251	848,840	1,013,830	2,318,570
Food and Beverages	10	7	18	3,403	762	3,665	97,900	27,840	69,420
Tobacco Products	-	1	-	-	250	-	-	620	-
Rubber	4	4	3	1,245	2,194	367	2,650	14,750	22,450
Leather	2	1	2	384	115	347	3,100	230	4,190
Textile	2	4	2	764	326	381	22,180	12,860	8,550
Knitting Mills	1	-	1	160	-	550	320	-	2,750
Clothing	1	3	-	18	1,000	-	90	18,430	-
Wood	2	1	3	268	36	109	3,930	4,180	1,700
Furniture and Fixtures	2	3	6	2,475	519	1,988	36,380	16,380	19,060
Paper	5	4	7	901	1,511	3,993	9,370	40,630	39,160
Printing and Publishing	4	4	5	229	68	659	13,230	1,830	6,630
Primary Metals	6	6	3	1,026	670	200	5,690	8,950	8,820
Metal Fabricating	27	18	14	2,877	2,253	3,223	55,980	98,360	34,850
Machinery	16	8	8	6,646	4,186	1,232	131,900	28,940	40,870
Transportation Equipment	15	34	12	5,633	38,164	26,257	257,280	483,090	1,648,590
Electric Products	8	12	19	6,834	4,960	6,194	94,820	58,220	279,070
Non-Metallic Mineral Products	5	12	12	1,335	5,334	1,639	49,180	171,410	21,010
Petroleum and Coal Products	-	-	1	-	-	11	-	-	310
Chemical Products	9	2	4	1,065	249	301	53,660	7,970	6,100
Miscellaneous Manufacturing	5	7	7	424	920	2,135	11,180	19,140	105,040
Non-Manufacturing	62	61	88	32,859	15,971	28,341	1,295,950	331,000	228,640
Agriculture	-	-	-	-	-	-	-	-	-
Forestry	2	-	-	49	-	-	890	-	-
Fishing and Trapping	-	-	-	-	-	-	-	-	-
Mines, Quarries and Oil Wells	-	-	1	-	-	355	-	-	7,460
Construction	21	20	42	9,724	8,541	22,321	190,770	205,080	140,030
Transportation	4	4	7	343	542	665	3,060	25,250	11,340
Storage	-	-	-	-	-	-	-	-	-
Electric Power, Gas and Water	4	5	5	12,194	1,001	1,541	900,770	23,920	30,250
Trade	14	15	14	1,265	2,419	1,127	16,110	38,230	20,080
Finance, Insurance and Real Estate	-	-	-	-	-	-	-	-	-
Education and Related Services	4	3	7	3,110	760	876	5,110	17,200	6,100
Health and Welfare Services	3	1	4	1,346	16	929	86,680	20	4,470
Personal Services	2	3	3	83	258	313	2,010	7,780	5,820
Other Services	2	2	3	144	165	161	4,010	920	2,440
Public Administration	6	8	2	4,601	2,269	53	86,540	12,600	650

*Preliminary

Source: Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour

TABLE 5

COLLECTIVE AGREEMENTS NEGOTIATED IN ONTARIO IN INDUSTRIES OTHER THAN CONSTRUCTION AS A PROPORTION OF TOTAL AGREEMENTS IN FORCE, 1971-1972

Industry	Employees		1972	1971	Agreements		1972	1971
	Total Number Negotiated	Total Number in Force	%	%	Total Number Negotiated	Total Number in Force	%	%
All Industries	385,623	760,357	51	49	2,903	5,862	50	52
Manufacturing	177,408	415,878	43	43	1,447	2,924	49	49
Food & Beverage	16,102	36,911	44	43	217	431	50	46
Tobacco Products	1,602	2,234	72	23	11	15	73	20
Rubber	1,413	10,685	13	83	11	48	23	70
Leather	2,654	5,794	46	65	25	49	51	61
Textile	8,405	15,955	53	45	46	89	52	49
Knitting Mills	892	2,382	37	83	9	19	47	56
Clothing	5,855	12,042	49	34	20	53	38	53
Wood	3,977	7,832	51	61	52	110	47	60
Furniture & Fixtures	4,573	22,718	20	34	52	69	75	36
Paper & Allied	11,993	13,098	92	25	104	191	54	36
Printing, Publishing & Allied	6,628	12,892	52	43	121	248	49	48
Primary Metal	28,363	35,941	79	17	68	115	59	47
Metal Fabricating	17,480	37,542	47	42	216	405	53	47
Machinery	11,417	22,362	51	50	64	165	39	52
Transportation Equipment	10,240	85,156	12	54	71	189	37	52
Electrical Products	23,285	44,784	52	33	86	189	46	54
Non-Metallic Mineral Products	8,300	16,976	49	53	123	226	54	49
Petroleum & Coal Products	805	2,040	39	63	5	16	31	80
Chemical & Chemical Products	5,986	12,873	47	48	74	149	51	55
Miscellaneous Manufacturing	7,438	15,724	47	41	72	148	49	49
Non-Manufacturing	208,215	347,706	60	57	1,456	2,938	50	55
Forestry	1,019	5,998	17	79	10	47	21	78
Mines, Quarries & Oil Wells	23,886	28,949	83	9	50	86	58	43
Transportation	11,082	57,370	19	82	133	314	42	47
Storage	100	1,496	7	54	5	18	28	50
Communication	13,753	17,444	79	83	12	32	37	58
Electric Power, Gas & Water Utilities	2,216	21,048	11	35	69	163	42	66
Trade	19,764	51,587	47	40	251	514	49	53
Finance, Insurance and Real Estate	25,326	1,245	72	54	31	65	48	48
Education & Related Services	22,198	29,657	74	52	112	193	58	57
Health & Welfare Services	25,108	44,452	56	73	226	391	59	72
Motion Picture & Recreation Services	3,201	5,634	57	18	48	146	33	22
Services to Business Management	2,818	7,953	35	55	8	23	35	59
Personal Services	7,982	15,925	50	39	104	231	45	48
Miscellaneous Services	1,655	3,012	55	59	105	220	48	52
Provincial Administration	11,160	13,773	81	84	4	83	5	50
Local Administration	36,947	42,163	88	47	288	412	70	59

Note: A few [illegible] agreements are not included in these figures.

TABLE 6

VOLUME OF CONCILIATION ACTIVITY, ONTARIO MINISTRY OF LABOUR
JANUARY 1 TO DECEMBER 31, 1971 AND 1972

	Disputes*		Employees	
	1972(p)	1971(r)	1972(p)	1971(r)
OFFICER STAGE				
In Process				
Total	1,909	2,305	283,403	226,208
Pending, December 31	252	252	28,699	30,678
Referred during period	1,657	2,053	254,704	195,530
Disposed of				
Total	1,740	2,063	262,720	197,509
Settled by Officer				
Construction	96	193	8,038	13,644
Non-construction	721	706	62,574	52,301
Referred to Conciliation Boards	10	2	3,575	8,000
No Boards				
Construction	146	364	13,661	17,965
Non-construction	753	765	173,835	103,873
Lapsed				
Construction	2	3	109	80
Non-construction	12	30	928	1,646
Pending, December 31	169	242	20,683	28,699

CONCILIATION BOARD STAGE

During the year 1972, ten disputes involving 3,575 employees were referred to one conciliation board and were reported "no settlement". In 1971, three disputes involving 11,644 employees were being considered by conciliation boards. One dispute was settled and two involving 8,000 employees were reported "no settlement".

---

* Agreements

(p) Preliminary

(r) Revised

TABLE 7

VOLUNTARY MEDIATION PROVIDED BY CONCILIATION AND MEDIATION SERVICES, ONTARIO MINISTRY OF LABOUR, JANUARY 1 TO DECEMBER 31, 1972(p)

Total Mediation in Process, January 1 to December 31, 1972	321	100,596
Carried over from previous months	27	4,910
Assigned, January 1 to December 31, 1972	294	95,686
1. Disposition	300	96,276
A. Mediation began during post-conciliation bargaining:	250	85,778
(1) settled without a work stoppage		
- at mediation	183	56,575
- following mediation assistance	3	199
- to arbitration	1	1,450
(2) settled after a work stoppage		
- at mediation	42	12,573
- following mediation assistance	20	3,481
- to arbitration	1	11,500
B. Mediation began after work stoppage:	36	8,367
- settled at mediation	31	7,366
- settled following mediation assistance	5	1,001
C. Mediation disputes lapsed	14	2,131
2. Pending, December 31, 1972	21	4,320
A. Mediation began during post-conciliation bargaining:	17	3,711
- no work stoppage	12	1,773
- work stoppage	5	1,938
B. Mediation began after work stoppage	4	609

* Agreements

(p) Preliminary